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Transforming the Organizations, Leaders & Workforce of Tomorrow

Purpose:

- 1. Provide information on NDAA FY04 and FY05 changes to DAWIA
- 2. Provide information on implementation of changes in DoD regulations
- 3. Provide Army-specific guidance on changes



NDAA FY 04

- Provided greater flexibility to establish different experience, educational, and tenure requirements for some positions
- Established a single Defense Acquisition Corps
- Eliminated the AET&CD office in OSD; DACMs; NDAP FY05
- Decoupled grade from Critical Acquisition Position (CAP) for civilians (legislation to go in FY06 to do same for military)
- Removed minimum grade of GS-13/rank of Major for Acquisition Corps membership—no minimum grade in Iransforming the Organizations, Leaders & Workforce of Tomorrow

DAWIA II Working Group/Steering Group Established

- Implement changes in revised DoD 5000.52 Directive and Instruction
- Developed a "living" Desk Guide to replace detail in DoD 5000.58
- Directive signed Jan 12, 2005; implementation with approval of Instruction & Desk Guide

Directive:

http://www.dtic.mil/whs/directives/corres/html/500052.htm



Single Defense Acquisition Corps

Centralized structure

Senior Steering Board (SSB) meets Semi-Annually (oversight)

- Chaired by USD(AT&L)
- Component Acquisition Executives
 - Functional Advisors

Workforce Management Group (WMG) meets bi-Monthly (execution)

- Chaired by DAU President
- DACM members
- Centralized metrics



Critical Acquisition Positions (CAP)

- CAPs decoupled from Grade of GS-14
 - Senior position in the NSPS
 - Army CAPs at least GS-14/equivalent demo & above
- Creation of Key Leadership Positions (KLP) as subset of CAPs
 - AAE recommends; USD(AT&L) approves
 - Key to success of an acquisition program or effort; e.g., PEO; PM; DPM; AC; SCO; Senior Staff in the PEO; Senior Staff in ASA(ALT); others as recommended by the AAE.



Critical Acquisition Positions

- (Continued) n to tenure; may be tailored program/milestone needs
 - Special attention to qualifications over and above Acquisition Corps membership and level III certification (SSC; advanced degrees; cross-function training; proven leadership)

Criteria for designating CAPs and KLPs under development
Process for revalidating current CAPs & designating KLPs
TBD

SELECTION for CAPs/KLPs Quality Ranking Factors:

- Acquisition Corps membership
- Level III Certification
- Additional factors for KLPs (SSC; advanced degrees; crossfunctional experience, etc.)
- Non-AL&T members:
 - Evaluated for experience & certification/training comparable to AT&L *
 - No requirement for priority to Acquisition Corps members on list
 - * Requires DAU approval to substitute for mandatory certification courses



REFINED PACKARD - Rescinded

- Rescinded for assimilation purposes used for consistent counting across DoD. Positions identified using:
 - DAWIA
 - DoD 5000.52 Manual & Instruction
 - Position Category Description
- Army will use the Packard as a "guide"



CERTIFICATION:Acquisition Corps Membership now requires Level II Certification (previously Level II training or certification)

- A position waiver is required to occupy a CAP without level II certification
- All CAPs require level III certification within 24 months
- Selectees to Level I and II positions have 24 months to meet certification requirements
- Employees who do not meet certifications within 24 months require a waiver to remain in the position
- Waiver must explain why management failed to ensure certification
- Waivers and Certification are metrics collected by the WMG by service/component and submitted to the SSB for review—BY SERVICE—HIGH LEVEL OF VISIBILITY



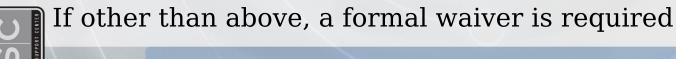
MOBILITY:

- Services shall <u>encourage</u> positional mobility
- DACM issued a two-year moratorium on mobility for Acquisition Corps membership; excluded: KLP; SES; CDG
- New Acquisition Corps members will not be required to sign a mobility agreement and current agreements will not be invoked.
- If moratorium is lifted, all will be required to
 sign a mobility agreement



TENURE AGREEMENTS:

- KLP tenure agreements will be tailored to the needs of the program; i.e. may be shorter or longer than that prescribed by law
- CAP tenure agreements have designated exceptions that will constitute an automatic waiver, as follows:
 - Promotion
 - Separation, Retirement, Removal for Cause
 - Reduction in Force
 - Mobility/Military Theater/Zone of Operation
 - Elimination of position





ACQUISITION CORPS MEMBERSHIP

- No minimum grade in law
- Guidance states "eligible for selection to a Critical Acquisition Position" (Designated GS-14/equivalent demo designated as CAP)

ACQUISITION CAREER PROGRAM BOARD (ACPB)

- Army retains ACPB Functional Working Group meets quarterly
- Provides input for Army regulations/procedures, other education, training, career development issues



ARMY CHANGES:

- Waiver Policy & Procedures
- Hiring Policy & Procedures
- AR 70-1 and PAM 70-1
- AAC Handbook
- CE Program Cancelled; access CEs with:
 - Grade of GS-13/equivalent pay band
 - Certification at Level II



TIME LINE

- DoD 5000.52 Directive signed: Jan 12, 2005
- DoD 5000.52 Instruction: o/a end of March 2005
- Desk Guide completed: o/a mid-April 2005



 Army Policy revisions effective: Instruction signed & Desk Guide approved

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